

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

PECO Energy Company,

Case: 04-RC-223713

Employer

and

**International Brotherhood of Electrical
Workers, AFL-CIO, Local 614,**

Petitioner

PECO ENERGY COMPANY

EMPLOYER'S REQUEST FOR REVIEW OF REGIONAL DIRECTOR'S DECISION AND
DIRECTION OF ELECTION

INDEX OF HEARING EXHIBITS

EMPLOYER EXHIBITS (Cited as Employer Ex. xxx):

1. PECO Organizational Charts – Employer 1
2. PECO Foremen by name, department, area, position, and location – Employer 2
3. Foremen Selection Process – Employer 3
4. Foremen Selection Memo packet dated October 7, 1998 – Employer 4
5. PECO Employee Standards of Conduct – Employer 5
6. Operations Foreman Distribution Job Description – Employer 6
7. C&M Foreman Job Description – Employer 7
8. Foreperson Energy Technician Job Description – Employer 8
9. Foreman F&MS Job Description – Employer 9
10. Foreman T&S Job Description – Employer 10
11. Manager's Guide to Successful Day-to-Day Labor Relations/Union Table of Contents – Employer 11
12. Lead Coach Engage Goal PECO 2018 – Employer 12
13. 2018 PECO Leadership Goal – Employer 13
14. 2018 Foreman Leadership Development Training – Employer 14
15. Foremen Leadership Program Development Agenda – Employer 15
16. New Foremen Leadership Program – Employer 16
17. Leader as Coach Training Agenda – Employer 17
18. Manager Essentials Training Materials – Employer 18

19. Effectively Managing Your Transition (A resource for Supervisory role transitions)- Employer 19
20. Reviewing Resumes Training Materials – Employer 20
21. Internal Courses (Professional Development Programs) – Employer 21
22. Leading Inclusively for Business Results Training Materials – Employer 22
23. 2016 Individual Performance Review Foreman Aerial – Employer 23
24. 2015 Individual Performance Review Foreman Aerial – Employer 24
25. 2015 Individual Performance Review Foreman Aerial – Employer 25
26. PECO performance Review Form – Employer 26
27. Written Reprimand to Foreman Timothy Nolan dated April 13, 2018 – Employer 27
28. PECO territory map – Employer 28
29. Memo from Foreman John Doherty dated July 26, 2018 re: rain gear sizing and schedule update – Employer 29
30. Schedule – Employer 30
31. Memo from Sean Degnan re: rain gear fittings dated July 18, 2018 – Employer 31
32. Foreman Dave Schmitt monthly safety observations – Employer 32
33. Memo from Foreman Schmitt re: schedule changes dated July 13, 2018 – Employer 33
34. Memo from Foreman Schmitt re: schedule changes dated July 27, 2018 – Employer 34
35. Memo from Foreman Schmitt re: schedule changes dated July 19, 2018 – Employer 35
36. Weekly Time Sheet – Employer 36
37. Delchester ALM schedule – Employer 37
38. Memo re: Foreman Schmitt report re: outage dated February 19, 2018 – Employer 38
39. Memo re: Foreman Schmitt SPOC dated February 20, 2018 – Employer 39
40. Factfinding notes including Foreman Houlihan dated May 12, 107 – Employer 40
41. Job Performance Review form including Foreman Houlihan – Employer 41
42. 2016 Individual Performance Review for Terrence Smith – Employer 42
43. Regional Director’s Decision and Direction of Election (Case 4-RC-20940) dated March 31, 2005 – Employer 44

EXHIBITS IN RESPONSE TO HEARING OFFICER REQUEST (Cited as Ex. xxx):

1. East Region T-2 Schedule Electric 1832 with Victor Mercado notes – Exs. 001 – 006
2. Baldwin East Gas Schedule – Exs. 007 – 008
3. Safety Audit/Observation (Braxton) - Exs. 009 – 014
4. Safety Audit/Observation (Mercado) - Exs. 015 – 031
5. First Line Supervisor Meeting Agendas – Exs. 032 – 036
6. Weekly Work Planner (Braxton) – Exs. 037
7. Gas Plant Operations Job Briefing Sheet (Braxton) – Exs. 038 – 039
8. Factfinding Notes for Discipline Consensus Call (Tim Nolan) – Exs. 040 – 041
9. BuxMont Bridges 3 Year Schedule – Exs. 042 – 044
10. BuxMont Bridges 6 Month Schedule – Exs. 045 – 046
11. 2017 Valve Inspections – Exs. 047 – 050

12. Timesheets approved by Foreman Gant) – Exs. 051 – 058
13. Exelon Code of Business Conduct – Exs. 059 – 100
14. Master Gas Candidate Evaluation Tool approved by Foreman Gant – Exs. 101 – 132
15. Work Order Package (McHugh) – Exs. 133 – 137
16. Material Request (McHugh) – Exs. 138
17. Contract Requisition (McHugh) – Exs. 139
18. Clearance Request (McHugh) – Exs. 140 – 141
19. Clearance Order (McHugh) – Exs. 152
20. Work Order Package (McHugh) – Exs. 153 – 158
21. Contract Requisition (McHugh) – Exs. 159
22. Clearance Request (McHugh) – Exs. 160 – 161
23. Clearance Order (McHugh) - Exs. 162 – 172
24. T&S Testing Orientation Candidate Evaluation Tool developed by Foreman Doherty –Exs. 173 – 205
25. July 27, 2018 email exchange from Foreman Steger approving re: tech progression- Exs. 206 – 208
26. Les Wilson documented coaching by Foreman Steger – Ex. 209
27. First Line Supervisor meeting invite including foremen – Ex. 210
28. Factfinding on Vehicle Incident driven by Jon Carter dated June 21, 2017 with questions from Foreman Dave Schlimee – Exs. 211 – 214
29. Foreman Dave Schlimee notes of Factfinding on Vehicle Incident driven by Jon Carter dated June 21, 2017 – Exs. 215 – 218
30. 8/15/18 Operations FLS meeting calendar invite including foreman – Exs. 219 – 220
31. Energy Technician Candidate Evaluation Tool used by Foreman Clarke – Exs. 221 – 395
32. PECO Job Briefing Sheet Aerial Lines (Foreman Dave Schlimee as supervisor) – Exs. 396 – 469
33. T&S Testing Orientation Candidate Evaluation Tool developed by Foreman Doherty – Exs. 470 – 501
34. PECO Daily Timesheets dated 7/12/18, signed by Foreman Osten on 7/13/18 – Exs. 502 – 504
35. Job Description: Corrosion Control Specialist – Exs. 505 – 507
36. Baldwin West Job Sheets - Supervisor Pat Bell, dated 8/2/18 and 8/3/18 – Exs. 508 – 509

CONFIDENTIAL EXHIBITS (Cited as Confidential Ex. xxx)

1. Foremen ePeople talent 2018 goals and 2017 year end evaluations – Confidential Exs. 0001-0120
2. PECO Performance Reviews Revenue Protection Techs completed by Foreman Keith Steger and his supervisor – Confidential Exs. 0121-0142
3. PECO Performance Reviews 1st Class Aerial Line Mechanics completed by Foreman Dave Schlimme and his supervisor – Confidential Exs. 0143-0152
4. PECO Performance Reviews Senior Dist. Mechanic completed by Foreman Carlos Castagliuolo and his supervisor – Confidential Exs. 0153-0182, 0237-0258, 0277, 0308

5. PECO Performance Reviews Meter Technician completed by Foremen Curtis D'Angiolini and Daniel Horan and their supervisors – Confidential Exs. 0183-0222, 0259-0276
6. PECO Employee Performance Evaluations – Confidential Exs. 0223-0236, 0309-0330
7. Employee Progression Assessment completed by Foreman Gino Coleman – Confidential Ex. 0331